

AMENDED IN ASSEMBLY MARCH 29, 2016

CALIFORNIA LEGISLATURE—2015–16 REGULAR SESSION

ASSEMBLY BILL

No. 1595

Introduced by Assembly Member Campos
*(Coauthors: Assembly Members Cristina Garcia, Gallagher, Hadley,
Lackey, Mathis, and Mullin)*
(Coauthor: Senator Wieckowski)

January 6, 2016

An act to add Section 2810.6 to the Labor Code, relating to employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 1595, as amended, Campos. Employment: human trafficking training: mass transportation employers.

Existing law establishes the Division of Labor Standards Enforcement in the Department of Industrial Relations for the enforcement of labor laws, and establishes certain obligations on an employer, including, requiring an employer to post specified wage and hour information in a location where it can be viewed by employees. Under existing law, any person who deprives or violates the personal liberty of another with the intent to obtain forced labor or services is guilty of the crime of human trafficking.

This bill would require a private or public employer that provides mass transportation services, as specified, in the state to train its employees, who are likely to interact or come into contact with victims of human trafficking, in recognizing the signs of human trafficking and how to report those signs to the appropriate law enforcement agency. *The bill would require the Department of justice to develop guidelines for the training, including, but not limited to, guidance on how to report*

human trafficking. The bill would require that, by January 1, 2018, the training be incorporated into the initial training process for all new employees and that all existing employees receive the training.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Section 2810.6 is added to the Labor Code, to
2 read:

3 2810.6. (a) (1) An employer, whether private or public, that
4 provides mass transportation services in the state shall train its
5 employees, who are likely to interact or come into contact with
6 victims of human trafficking, in recognizing the signs of human
7 trafficking and how to report those signs to the appropriate law
8 enforcement agency.

9 (2) For purposes of this section, mass transportation services
10 include, but are not limited to, ~~busses~~, *buses*, trains, and light rail.
11 Mass transportation services do not include taxi services or travel
12 by air.

13 (b) *The Department of Justice shall develop guidelines for the*
14 *training required in subdivision (a) that shall include, but not be*
15 *limited to, all of the following:*

16 (1) *The definition of human trafficking, including sex trafficking*
17 *and labor trafficking.*

18 (2) *Myths and misconceptions about human trafficking.*

19 (3) *Red flags of human trafficking to be aware of, including,*
20 *but not limited to, physical and mental signs.*

21 (4) *Guidance on how to report human trafficking, including,*
22 *but not limited to, national hotlines and that the person reporting*
23 *may do so confidentially.*

24 ~~(b)~~

25 (c) By January 1, 2018, the training required by this section
26 shall be incorporated into the initial training process for all new
27 employees who are likely to interact or come into contact with
28 victims of human trafficking.

29 ~~(e)~~

- 1 (d) By January 1, 2018, the training required by this section
- 2 shall be given to all existing employees who are likely to interact
- 3 or come into contact with victims of human trafficking.

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